



# **MARINE AVIATION**

## **2015 Aviation Combat Element Transition Strategy**

MWSG OAG Brief  
15 Feb 2006



# Purpose

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## ■ Update brief on Marine Aviation 2015 ACE Transition Strategy

### ■ Format

➡ Outline HQMC ACE Transition Strategy  
Analysis

➡ Outline Year-by-Year phased Transition  
Strategy Recommendations



# Background

## ■ HQMC(A) has been developing Transition Strategy over past 18 months, factors impacting Strategy Analysis included :

- Marine Aviation Plan (AVPLAN) Transitions
- Stress on the Force WRT GWOT
- Marine Aviation Readiness
- Marine ACE T/O Reviews
- Marine Aviation Manning Levels
- Marine Aviation Mishap Rate
- ACE composition WRT MEU/MEB/ MEF
- TACAIR / Assault Support Balance
- Active / Reserve Component Balance

## ■ 2015 ACE Transition Strategy briefs to-date:

- CMC / APMC - Mid Jun 05
- EOS - 26 Jun 05
- Marine Air Board - 11 Aug 05
- MROC - 13 Sept 05
- EOS - 18 Sept 05
- WG Conf - 12 Oct 05
- Marine Air Board - 13 Oct 05
- Transition Strategy WG - Nov 05
- MARFOR CGs Briefed - Jan 06
- MROC - Feb 06
- **CMC Decision**  
- Decision Brief on 7 Mar 06



# 2015 ACE Transition Strategy Analysis

## ■ Future Capabilities ■ Readiness

- 21<sup>st</sup> Century Marine Corps
- Marine Aviation Plan (AVPLAN)
- Training (Simulation) Transformation
- Heavy Lift Replacement (HLR) Requirement
- Assault Support Capabilities & MAGTF Fires Analysis (not yet completed)
- QDR- Potential Impacts
- BRAC

- Operational Tasking
- Unit Turn Around Ratios (TAR)
- Aircraft Inventory Management
- Unit / Aircrew Training and Readiness
- Aviation Training System (ATS)

## ■ Operational Safety

- Mishap Rate
- CMC Directive
- Aviation T/O Reviews

## ■ Fiscal

- HLR / MV-22
- MILCON



# Future Capabilities Summary

- 2015 Marine Corps Force Planning requirements and decisions likely to require Marine Aviation capability and capacity force structure adjustments
- DoD TACAIR capacity will most likely be reduced during QDR
- DoN Maritime and Assault Support Lift aircraft mix decisions will potentially lead to MV-22 / HLR unit force structure changes
- Marine Aviation is executing T/M/S transitions now! Near-Term decisions are required to posture Total Force Lay down and MILCON requirements
- Training Transformation fundamentally changes Marine Aviation's approach to training, simulation training devices required across AC/RC
- Marine Aviation Heavy Lift Replacement (HLR) Aircraft is required for

**T/M/S Transitions, AC / RC Force Lay Down, Future Training implications and TACAIR / Assault Support balance will impact Marine Aviation Functions and Force Structure**



# Readiness

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## Operational Tasking



## Aircraft Inventory Management

## Unit / Aircrew Training and Readiness



# Readiness -- Unit Turn-around Ratios

## 3 Year Turn-around Ratios <sup>1,2</sup> (TAR) Jan 05- Dec 07

<u>Current</u>	<u>Future (FY-12)</u>	
VMU	1 : 1.0 No Change	} HMLA / HMM(E) UDP Gapped Except for 31 <sup>st</sup> MEU Det
HMM	1 : 1.9 No Change	
HMLA	1 : 1.25	
HMM (D)	1 : 1.7	
VMAQ	1 : 2.0 No Change	
HMM (E)	1 : 1.68	2.13
VMFA(AW)	1 : 2.32	1.76
VMFA	1 : 2.45	1.95
VMA	1 : 2.71	No Change
VMGR	1 : 3.0 No Change	

Note 1: TAR = ratio of months deployed to months not deployed. Does not account for inter-deployment training impacts on PERSTEMPO

Note 2: Total force data, Data reflects actual deployment plans and use of

**Assault Support Community TAR will continue to stress  
Operating Force  
Rebalance toward Irregular Warfare**

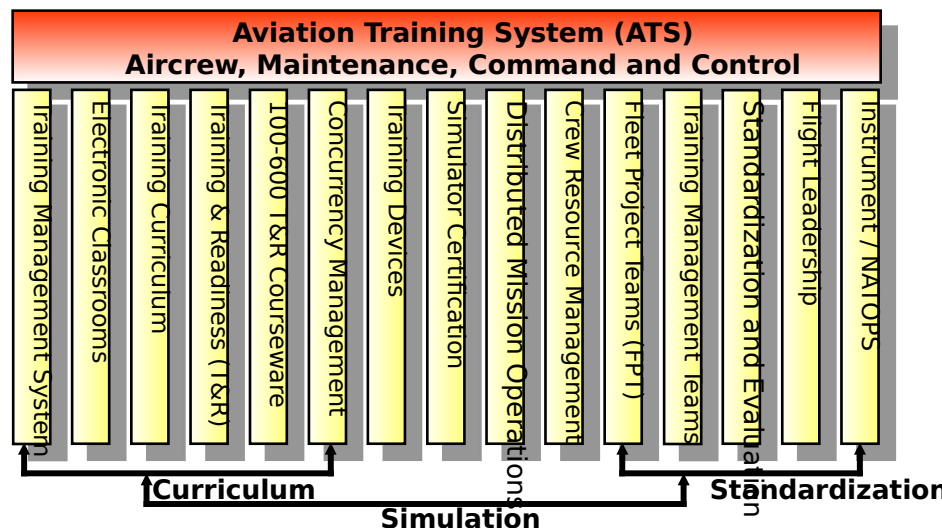


# Readiness --Aviation Training System

## Current Marine Aviation Training Shortfalls

- **Multiple Commands with shared Training Ownership**
  - TECOM / MAW / MCI
- **Flight Lead and Instrument & NATOPS checks**
  - Stan/Eval not standardized across T/M/S's
- **Simulation Training Devices Configuration**
  - Not current in most Legacy aircraft
- **Training Gaps due to resource shortfalls**
  - Ranges, Ordnance, Aircraft / Simulator Availability

## ATS Concept - End to End Training Continuum



## ■ Aviation Training System addresses entire Training Continuum

- TECOM Single Training Manager
- Systems Approach to Training (SAT) Curriculum Development
- Electronic Training Management System
- Flight Leadership Standardization / Evaluation
- Instrument / NATOPS Standardization / Evaluation
- Concurrency Management System
- Simulator Certification Program
- Crew Resource Management Enhancements

**Standardize, properly manned and funded Training System**





# Readiness Summary

- Current and projected Operational Tasking will increase stress on AC TAR's as RC squadrons are demobilized
- Current Aircraft Inventory Shortfalls along with high GWOT utilization rates and numerous aircraft in Depot or MOD Maintenance cycles will have significant impact on CONUS unit training. HMLA, HMH and VMFA(AW) communities are impacted the most.
- Current Aviation Training System deficiencies do not support the end to end training continuum required for the aircraft

**AC HMH / HMLA Force Structure and VMFA(AW) Aircraft shortfalls  
CAN NOT support Long Term Operational Tasking**

**Marine Aviation must commit the Manpower and Fiscal Resources  
to address current Training and Standardization Deficiencies**



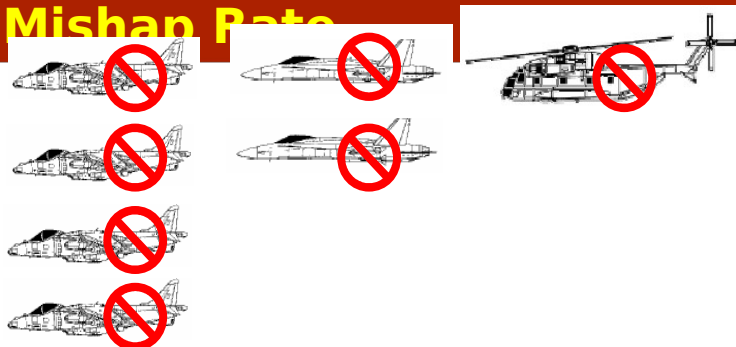
# Operational Safety - Mishap Rate

## 10 Year Aviation Safety: FY 96 - FY 05

- Total Class A Mishaps 115
- Aircraft Destroyed 110
- Fatalities 196
- Supervisory Error 63%
- Average Mishap Rate 3.18

## FY-05 Aviation Safety

- Class A Flight Mishaps 8
- Aircraft Destroyed 7
- Fatalities 33 /1
- Mishap Rate



**CMC: Marine Corps can not accept the continued loss of Marines and Equipment in Training!**



# FY07-09 Operational Safety and Maint - O/I level

## Marine Aviation Maintenance - The Last 20 Years

VMA x 7 13 Less E5-E7 & 4 Less E3-E4!	HMM/VMM x 14 7 Less E5-E7 & 1 Less E3-E4!	HMH(E) x 6 18 Less E5-E7 & 10 More E3-E4!
VMFA x 8 13 Less E5-E7 & 5 More E3-E4!	VMAQ x 4 5 Less E5-E7 & 8 More E3-E4!	HML/A x 6 20 Less E5-E7 & 31 More E3-E4!
VMFA(AW) x 6 4 Less E5-E7 & 5 More E3-E4	VMGK x 3 26 Less E5-E8 & 12 More E3-E4	HMH(D) x 3 18 Less E5-E7 & 9 Less E3-E4!

- Reduced experience levels (supervision/ leadership) through negative grade shaping
- Operational Commanders' dilemma
  - ➔ Compromise NAMP/ 4790 and other directive compliance concerning QA/ MC or have reduced grade shape in critical maintenance work centers

## O & I-Level Reviews: 11-14 Apr/26-28 July 05

- Horizontal cross-community analysis of AC and RC operational flying squadrons/MALS
- Standardized enlisted leadership/oversight requirements for Core Squadrons and Detachments
  - MC/QA, Maintenance Divisions, HQ/S-Shop Functions...

## FY05 MARFOR Maintenance Inspection Results

O-level, 12% Off Track and 17% Need More Attention  
I-Level, 9% Off Track and 20% Need More Attention

## Top 10 Maintenance programs graded as OFF-TRACK

- ➔ Technical Directives
- ➔ SE Planned Maintenance System
- ➔ Aircraft Maintenance Material Readiness List (AMMRL)
- ➔ Central Technical Publications Library
- ➔ Quality Assurance
- ➔ Corrosion Prevention & Control
- ➔ Tire & Wheel Maintenance Safety
- ➔ Tool Control
- ➔ NOMMP AWCAP Program
- ➔ HAZMAT

TRANSITION STRATEGY REQUIREMENTS	TOTAL					
	AC		AR		SMCR	
	MO	ME	MO	ME	MO	ME
FIX AVIATION (AC/RC)						
O-LEVEL SAFETY (MC/QA/NATOPS)	0	(138)	0	(5)	0	(12)
O-LEVEL MAINT (MECH-AF/AC/SEAT/ORD)	0	(129)	0	0	0	(40)
MAG SAFETY (DSS/GSO/HAZMAT)	(10)	(10)	0	0	0	0
I LEVEL SAFETY (MALS QA)	0	(6)	0	0	0	0
REIN MAG-41	0	0	0	(9)	(8)	(25)
REIN MALS-41	0	0	0	(8)	(4)	(97)
REIN MAG-49	0	0	0	(9)	(8)	(25)
REIN MALS-49	0	0	0	(8)	(4)	(97)
TOTAL FY07-09 "FIX ACE T/O'S"	(10)	(283)	0	(39)	(24)	(296)

**FY07-09 Bottom Line from TO reviews**  
**Total Structure Requirement: (AC) 10 MO and 283 ME; (RC) 24 MO and 335 ME**  
**Total Grade Shape Requirement: 192 SNCO and 83 E5 and below**



# FY07-09 ACE Warfighting HQ T/Os

## Current ACE HQs and TACC

- MAW & MAG HQ T/O Structure does not completely support Combat Operations Requirements
- Current X-billets across ACE HQ T/Os result in manpower 'draft' from MAWs / MAGs / SQDNs and Individual Augments
- MTACS T/O **does not** reflect the TACC requirement (Total: 11 MO and 21 ME)

## Warfighting HQs Reviews 2-6 May/26-28 Jul 05

- Horizontal Cross-HQ analysis conducted by MARFORs, MAWs, and HQMC AVN
- Draft MAW TACC T/O Developed from 3<sup>rd</sup> MAW OIF Lessons Learned

## Draft TACC T/O

	RQMT OFF/EN L	T/O MAP OFF/ENL	AR	SMCR	C-BILLETS
CURRENT OPS	47/45	15/12			33/33
LNO / AIRBOSS	47/17	1/4			39/13
ALOC	10/13	10/12			0/0
FUTURE OPS	61/22	20/12			33/9
FUSION	14/0	2/0			10/0
FUTURE PLANS	6/8	1/8			5/0
ACI	15/61	9/25			6/36
TOTALS (ACE T/O Review)	200/166	58/73 (36%)	0/0 (0%) ↓	0/0 (0%) ↓	142/93 (64%) ↓
TOTALS (Avn Trans Strategy)	200/166	58/73 (36%)	2/12 (4%)	80/81 (44%)	60/0 (16%)

Working w/ 4<sup>th</sup> MAW  
on detailed realignment

## Status

- Draft MAW TACC T/O - 84% resourced
  - SMCR 4<sup>th</sup> MAW TACC Dets - "Warm start" for AC MAWs
  - C-Billet Reduction will minimize future IA requirements

## Bottom Line

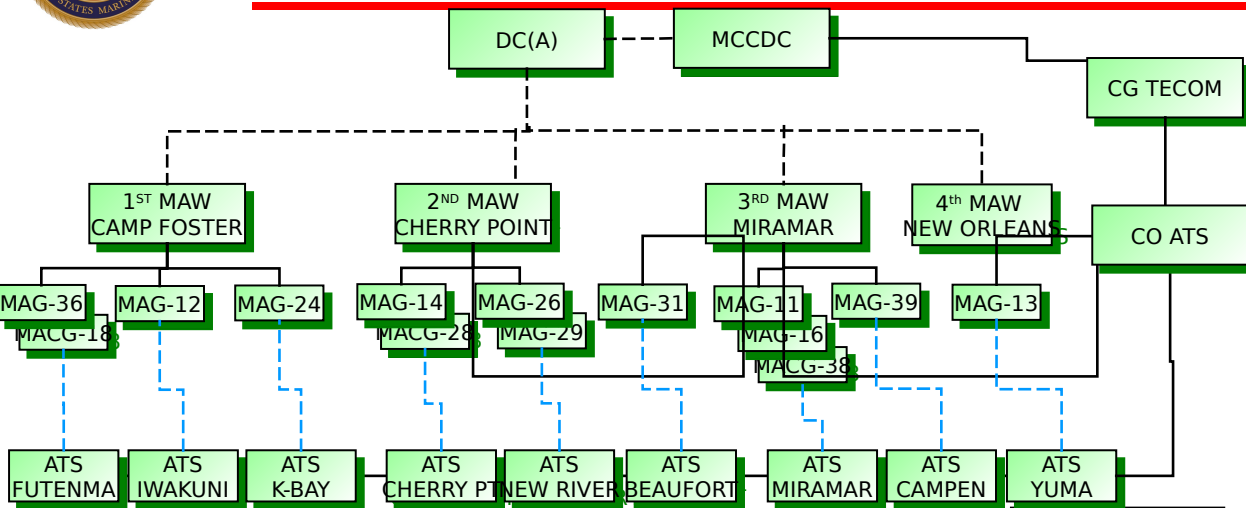
HQ T/O Structure Shortfall: (AC) 80 MO / 146 ME; (AR) 5 MO / 6 ME; SMCR 24 MO / 123 ME

FY07-09 "Fix ACE T/O" Init Provides: (AC) 10 MO / 10 ME; (AR) 17 ME; (SMCR) 12 MO / 122 ME

4<sup>th</sup> MAW TACC Dets - (AR) 4 MO / 24 ME; (SMCR) 160 MO / 160 ME



# Operational Safety -- Aviation Training System

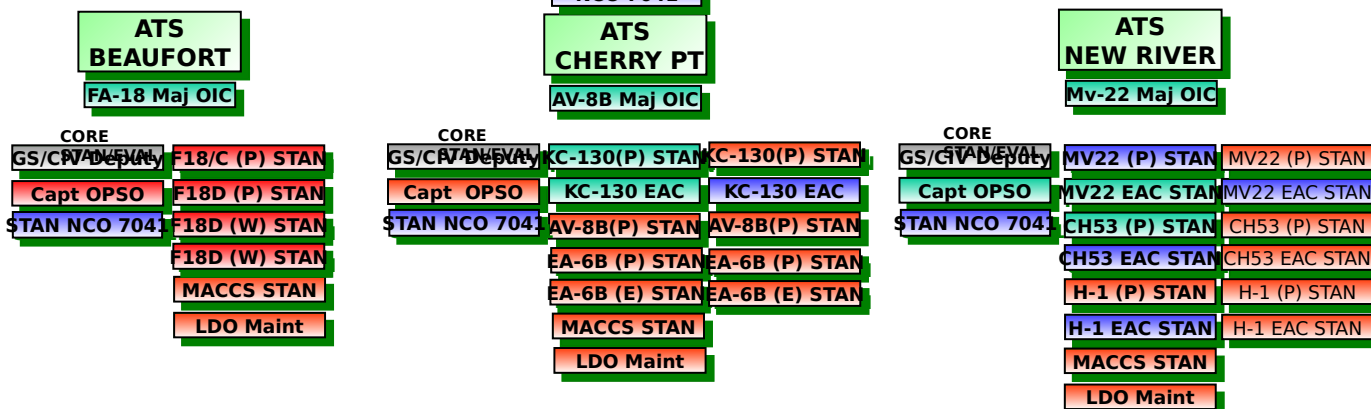


--- TACON  
--- ADCON/OPCON  
--- Supporting Relationship

## UPDATE:

- DC(A) briefed plan with CG TECOM
- Final COA to be decided after Spring 06 Marine Air Board

= Compensated  
 = Avn Trans Strat Compensati  
 = Civilian/GS  
 = Available MAW/MAG structu



## Bottom Line

ATS Structure Requirement (AC) 87 MO / 34 ME / 10 Civ  
GS



# Manpower Summary FY07-09

COMPENSATION SOURCE	TOTAL						TRANSITION STRATEGY REQUIREMENTS	TOTAL					
	AC		AR		SMCR			AC		AR		SMCR	
	MO	ME	MO	ME	MO	ME		MO	ME	MO	ME	MO	ME
DEACTIVATE VMFA(AW)332	43	226	0	0	0	0	CAPABILITY REALIGNMENT						
DEACTIVATE VMFA-134	5	91	1	27	20	79	ACTIVATE/REALIGN TO AC HMH-XXX(769)	(41)	(296)	0	0	0	0
DEACTIVATE VMFA-212	24	219	0	0	0	0	REALIGN HMH-772 AS HMH-772(-)	(3)	(76)	(5)	(20)	(14)	(42)
DEACTIVATE VMFA-142 (112 T/O: 8830D)	5	88	1	28	20	79	ACTIVATE/REALIGN TO AC HMLA-XXX(773)	(70)	(387)	0	0	0	0
DEACTIVATE MAG-42	4	14	1	7	18	65	REALIGN HMLA-775(-) CP to MG (8970A)	(4)	(90)	(5)	(31)	(39)	(146)
DEACTIVATE MALS-42	4	18	2	13	18	239	REALIGN RC HMLA-775(A) FR JT/BC	(4)	(72)	(3)	(13)	(13)	(37)
DEACTIVATE/REALIGN TO AC HMH-769	2	88	5	14	17	40	4MAW OSA MISSION SUPPORT	0	0	(9)	(7)	(25)	0
REALIGN HMH-772 AS HMH-772(-)	3	87	4	12	17	42	FIX AVIATION (AC/RC)						
REALIGN HMLA-773(9AC)	3	60	4	23	13	39	O-LEVEL SAFETY (MC/QA/NATOPS)	0	(138)	0	(5)	0	(12)
REALIGN HMLA-773(18AC)	5	89	5	30	39	147	O-LEVEL MAINT (MECH-AF/AC/SEAT/ORD)	0	(129)	0	0	0	(21)
REALIGN HMLA-775 (-) CP/MG	4	90	5	31	39	146	O-LEVEL LOG (EMBARK/SUPPLY)	0	(36)	0	(1)	0	(17)
REALIGN HMLA-775(A) FR JT/BC	5	72	2	13	13	37	MAG SAFETY (DSS/GSO/HAZMAT)	(10)	(10)	0	0	0	0
DEACTIVATE MAG-46	4	14	0	8	18	66	I LEVEL SAFETY (MALS QA)	0	(6)	0	0	0	0
4MAW OSA MISSION SUPPORT	9	0	0	0	0	0	O LEVEL INTEL (CLERKS)	0	0	0	(1)	0	(3)
MARFOR TACC IMA DETS	0	0	0	0	76	4	4MAW HQ TACC WEST	0	0	(2)	(8)	(90)	(38)
AC MALS CAS REALIGNMENT	0	34	0	0	0	0	4MAW HQ TACC EAST	0	0	(2)	(8)	(90)	(38)
VFA-106/H-1 UPGRADES REALIGNMENT	2	38	0	0	0	0	4MAW HQ STAFF AC MIRROR	0	0	(7)	(8)	(32)	(130)
CNATRA REALIGNMENT	15	0	0	0	0	0	REIN MAG-41	0	0	0	(9)	(4)	(25)
HMM (T) -164 T/O ADJUSTMENT	0	43	0	0	0	0	REIN MALS-41	0	0	0	(8)	(1)	(56)
HLR STRUCTURE REALIGNMENT	0	12	0	0	0	0	REIN MAG-49	0	0	0	(9)	(4)	(25)
MWSS GIVE BACK	2	1	0	0	0	0	REIN MALS-49	0	0	0	(8)	(1)	(56)
COA COMP/TRADE SPACE							AVIATION TRAINING SYSTEMS						
SITE SUPPORT CAMP PEN (8999C)	1	3	1	6	1	0	ATS STAN/EVAL	(1)	(4)	0	0	0	0
SITE SUPPORT JOHNSTOWN (8999F)	2	2	1	2	0	0	ATS CORE	(6)	(1)	0	0	0	0
SITE SUPPORT MARIETTA (8899B)	0	1	1	0	2	0	4MAW ATS STAN/EVAL	0	0	(3)	(3)	0	0
SITE SUPPORT MIRAMAR (8999A)	2	3	2	1	2	1	4MAW ATS CORE	0	0	(3)	(3)	0	0
FDR (404 MECHS) FT WORTH (8810T)	0	7	0	0	0	0	MISC						
FDR (404 MECHS) BEAUFORT (8810Q)	0	4	0	0	0	0	JSF/OTHER DT	0	(14)	0	0	0	0
AR STRUCTURE BUY-BACK (FSPG 99)	0	0	5	7	0	0	JSF/HLR/OTHER OT	0	(37)	0	0	0	0
AR STRUCTURE BUY-BACK (AR ME TO AC ME)	0	80	0	-80	0	0	JSF JITC (EGLIN AFB)	0	(25)	0	0	0	0
RC VMFA TRADE SPACE (8830A)	1	0	-1	0	0	0	HMLA FRS UPGRADE DIFF TRAINING	0	0	0	0	0	0
FW MALS CORE SUPPLY RIGHT-SIZING (8810)	0	15	0	0	0	0	HMLA FRS - ADDITIONAL SQDN	(3)	(73)	0	0	0	0
FW MALS CORE ORD (6541) RIGHT-SIZING (8810)	0	10	0	0	0	0	HMH FRS - ADDITIONAL SQDN	(3)	(20)	0	0	0	0
RW MALS SUPPLY REDUCTION (8910)	0	5	0	0	0	0	FY REQUIREMENT TOTAL	(145)	(1414)	(39)	(142)	(313)	(646)
FY COMPENSATION TOTAL	145	1414	39	142	313	984	FY BALANCE / SUB-TOTAL	0	0	0	0	0	338
							FY CUMULATIVE TOTAL						

**Total Structure Requirement : (AC) 145 MO/1414 ME; (RC) 352 MO/788 ME**  
**Total Grade Shape Requirement: 42 MO and 364 ME**



# Fiscal - HLR / MV-22

TY\$M	FY07	FY08	FY09	FY10	FY11	FY07-11
HLR PB-06 Baseline	300.1	341.0	351.4	369.7	363.9	1726.1
HLR AIR4.2 Cost Estimate	361.0	461.0	618.0	602.0	551.0	2593.0
HLR Shortfall	(60.9)	(120.0)	(266.6)	(232.3)	(187.1)	(866.9)
MV-22 Log Support Shortfall					(170.0)	(170.0)

- HLR funding required to enter Milestone B
- V-22 funding required to enable Multi-Year Procurement Contract



# Transition Strategy Analysis

## Summary

### Future Capabilities

- Increase AC Assault Support Capacity / Capability
- Increased Manpower Requirements during AVPLAN Transitions

### Readiness

- Rebalance of AC / RC Assault Support Capacity warranted by Operational Tasking, TAR and Aircraft Inventory Shortfalls
- Reduction of VMFA(AW) capacity warranted due to F/A-18D aircraft inventory shortfall
- Fully Functional and Resourced ATS required to execute Aviation Training Transformation

### Operational Safety

- ACE T/O adjustments are warranted to address ORM, Warfighting Capability and Transition manpower MARFOR / HQMC identified shortfalls

### Fiscal

- HLR and MV-22 have PR-07 funding shortfalls approaching upcoming Acquisition Milestones and Multi-Year Procurement contract





# Transition Strategy Execution Considerations

## ■ ACE Transition Strategy would required an executable year by year phased approach from FY-07 to FY-15

- Manpower TOCR / Troop List Timing
- Unit Activations and Deactivations and impacts on Deployment Rotations
- Sequenced East / West Coast MILCON Plan Strategy

## ■ Activation of one AC HMH / HMLA from RC Structure

- Addresses HMH / HMLA TAR and Force Structure Shortfalls

## ■ Relocation of RC Squadrons to AC bases

- Addresses Marine Aviation Training System Strategy
- Reduces MALS duplication of effort

## ■ Marine Corps acceptance of near term decrease in TACAIR Capacity / Sortie Generation until JSF FOC

- Addresses FA-18D Aircraft Inventory Shortfall
- Addresses Manpower required to fully resource adjusted Aviation T/O's

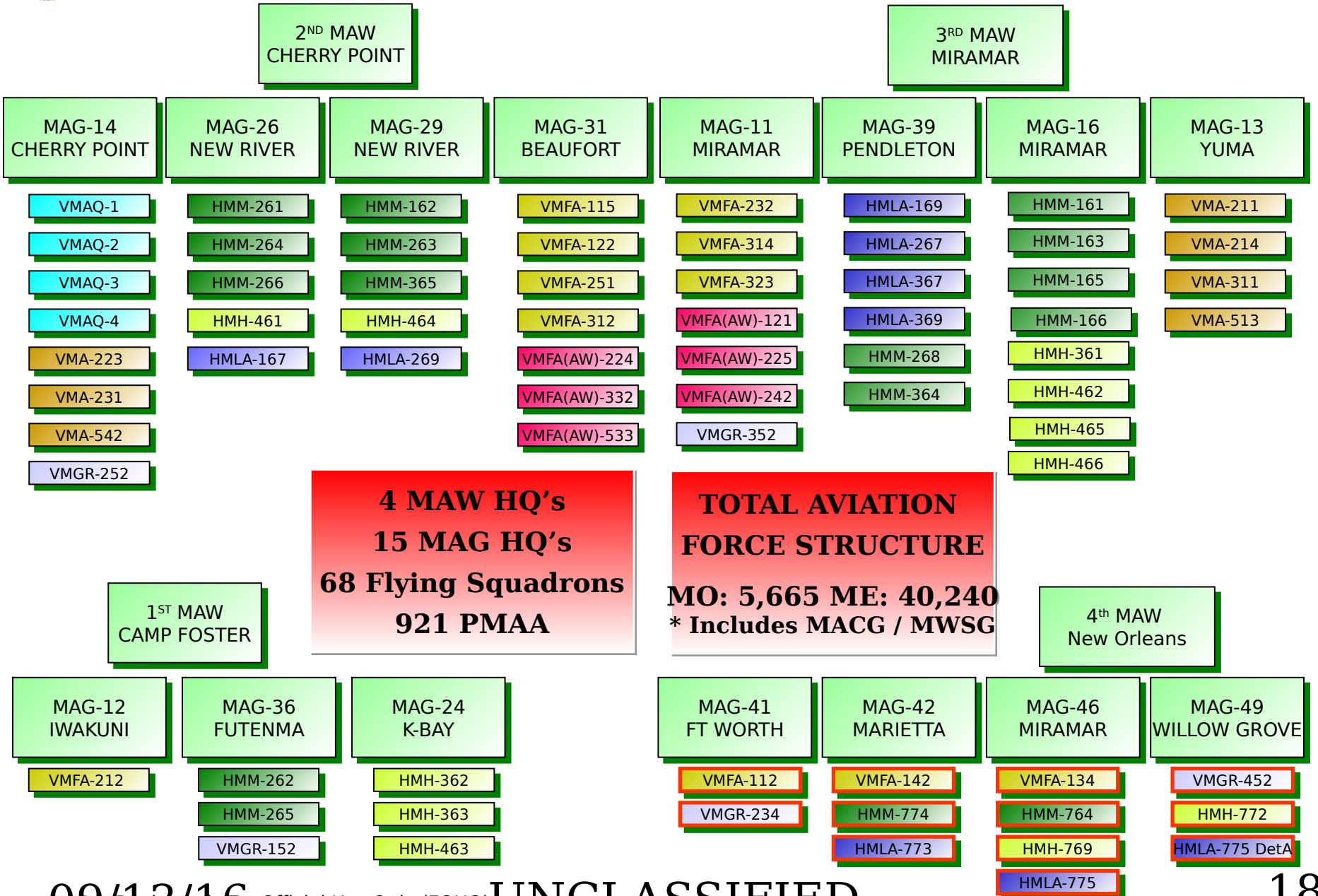
## ■ Marine Corps acceptance of decreased RC MAG HQ's

- Addresses Manpower required to fully resource adjusted Aviation T/O's to insure relevant Warfighting structure in remaining MAW / MAG HQ and TACC

**Transition Strategy driven by Manpower Requirements for  
AC HMH/HMLA Standup, Fix Aviation T/Os and ATS  
Standup**



# Aviation Combat Element 2005





# 2007 Execution

- Deactivate 1 x AC FA-18D sqdn
- Deactivate 1 x RC FA-18A+ sqdn
- Establish 4<sup>th</sup> MAW TACC Dets
- O/I-Level Safety and Maintenance Fixes

COMPENSATION SOURCE	FY07						TRANSITION STRATEGY REQUIREMENTS	FY07					
	AC		AR		SMCR			AC		AR		SMCR	
	MO	ME	MO	ME	MO	ME		MO	ME	MO	ME	MO	ME
							CAPABILITY REALIGNMENT						
							4MAW OSA MISSION SUPPORT				(7)		
							FIX AVIATION (AC/RC)						
							O-LEVEL SAFETY (MC/QA/NATOPS)		(138)		(5)		(12)
							O-LEVEL MAINT (MECH-AF/AC/SEAT/JORD)		(129)				(21)
							O-LEVEL LOG (EMBARK/SUPPLY)		(36)		(1)		(17)
							MAG SAFETY (DSS/GSO/HAZMAT)	(10)	(10)				
							I LEVEL SAFETY (MALS QA)		(6)				
							O LEVEL INTEL (CLERKS)				(1)		(3)
							4MAW HQ TACC WEST			(1)		(40)	(2)
							4MAW HQ TACC EAST			(1)		(40)	(2)
							AVIATION TRAINING SYSTEMS						
							ATS STAN/EVAL		(4)				
							ATS CORE	(6)					
							MISC						
							JSF/OTHER DT		(14)				
							HMLA FRS UPGRADE DIFF TRAINING		0				
							HMLA FRS - ADDITIONAL SQDN	(3)	(30)				
							HMH FRS - ADDITIONAL SQDN	(3)	(20)				
							FY REQUIREMENT TOTAL	(22)	(387)	(2)	(14)	(80)	(57)
							FY BALANCE / SUB-TOTAL	28	0	0	15	16	26
DEACTIVATE VMFA(AW)332	43	226											
DEACTIVATE VMFA-142	5	91	1	27	20	79							
MARFOR TACC IMA DETS					76	4							
AC MALS CAS REALIGNMENT		34											
VFA-106/H-1 UPGRADES REALIGNMENT	2	17											
HLR STRUCTURE REALIGNMENT		12											
COA COMP/TRADE SPACE													
FDR (404 MECHS) FT WORTH (8810T)		7											
AR STRUCTURE BUY-BACK (FSPG 99)			1	2									
FY COMPENSATION TOTAL	50	387	2	29	96	83							



# 2008 Execution

- Deactivate 1 x AC FA-18C Sqdn
- Deactivate 1 x RC FA-18A+ Sqdn
- Deactivate MAG-42 HQ/ MALS-42
- Relocate 1 x AC FA-18D Sqdn to Iwakuni
- Relocate VMX-22 to NAS Pax River
- Transition 1 x RC HMH (769) to 1 x AC HMH-(XXX) and relocate from Edwards to MCAS Cherry Point/New River
- Realign 1 x RC HMH (772) to 1 x RC HMH(-)  
- Relocate to McGuire according to BRAC
- Reinforce MAG/MALS-41/49

COMPENSATION SOURCE	FY08						TRANSITION STRATEGY REQUIREMENTS	FY08					
	AC		AR		SMCR			AC		AR		SMCR	
	MO	ME	MO	ME	MO	ME		MO	ME	MO	ME	MO	ME
							CAPABILITY REALIGNMENT						
DEACTIVATE VMFA-212	24	219					ACTIVATE/REALIGN TO AC HMH-XXX(769)	(41)	(296)				
DEACTIVATE VMFA-134	5	88	1	28	20	79	REALIGN HMH-772 AS HMH-772(-)	(3)	(76)	(5)	(20)	(14)	(42)
DEACTIVATE MAG-42	4	14	1	7	18	65	FIX AVIATION (AC/RC)						
DEACTIVATE MALS-42	4	18	2	13	18	239	4MAW HQ TACC WEST			(1)	(8)	(32)	(36)
DEACTIVATE/REALIGN TO AC HMH-769	2	88	5	14	17	40	4MAW HQ TACC EAST			(1)	(8)	(32)	(36)
REALIGN HMH-772 AS HMH-772(-)	3	87	4	12	17	42	4MAW HQ STAFF AC MIRROR			(7)	(8)	(18)	(107)
VFA-106/H-1 UPGRADES REALIGNMENT		10					REIN MAG-41				(9)	(4)	(25)
MWSS GIVE BACK	2	1					REIN MALS-41				(8)	(1)	(56)
							REIN MAG-49				(9)	(4)	(25)
							REIN MALS-49				(8)	(1)	(56)
COA COMP/TRADE SPACE							AVIATION TRAINING SYSTEMS						
FDR (404 MECHS) BEAUFORT (8810Q)		2					ATS CORE		(1)				
AR STRUCTURE BUY-BACK (FSPG 99)			2	2			HMLA FRS - ADDITIONAL SQDN		(43)				
RC VMFA TRADE SPACE (8830A)	1		-1				FY REQUIREMENT TOTAL	(44)	(416)	(14)	(78)	(106)	(383)
FY COMPENSATION TOTAL	45	527	14	76	90	465	FY BALANCE / SUB-TOTAL	1	111	0	(2)	(16)	82
							FY CUMULATIVE TOTAL	29	111	0	13	0	108



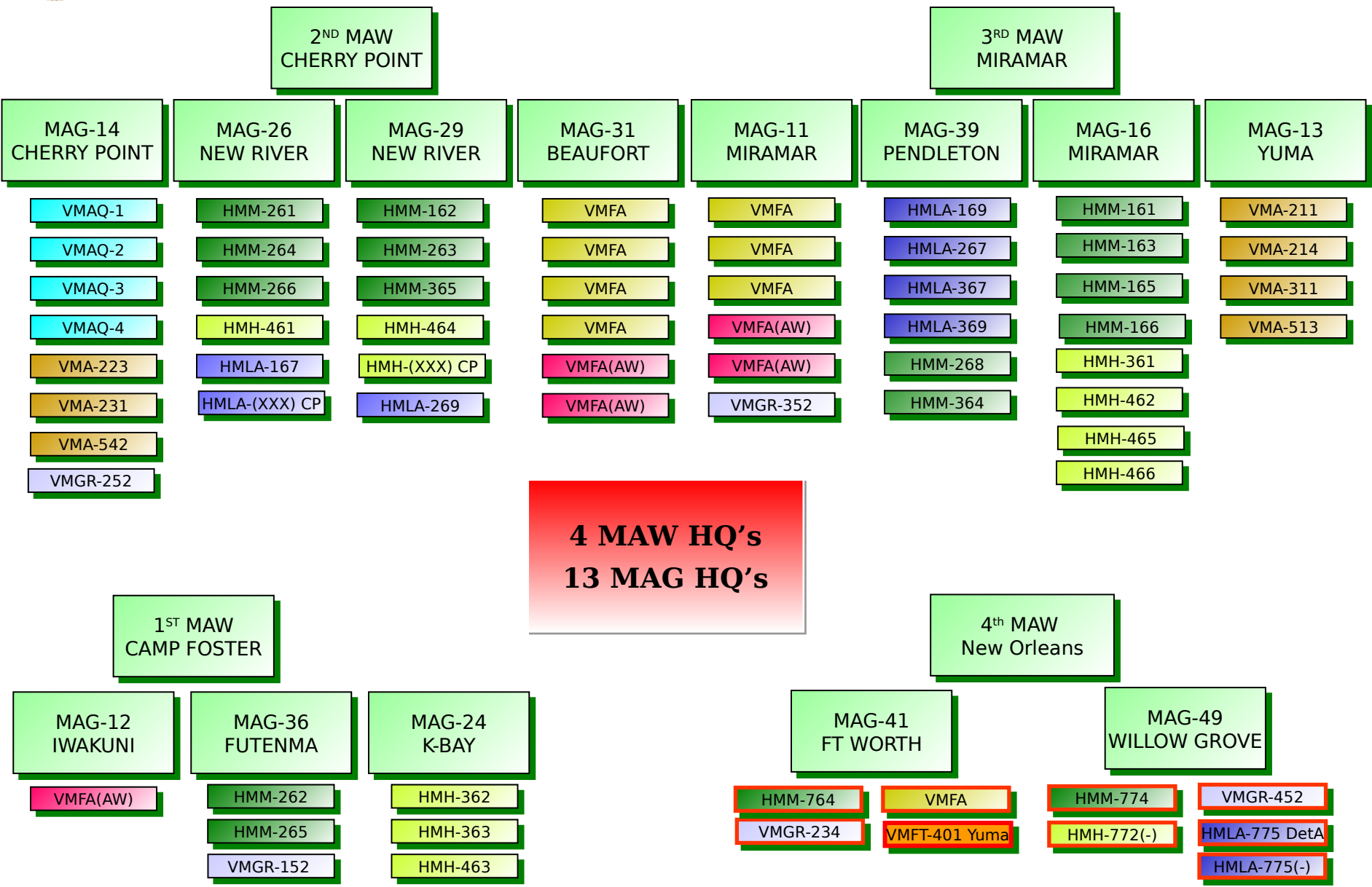
# 2009 Execution

- Deactivate MAG-46 HQ
- Relocate AC HMM-268 from Camp Pendleton to Miramar
- Deactivate RC HMLA-773 (-) and Det A & Establish AC HMLA-XXX
- Relocate RC HMLA-775A from Johnstown to McGuire, Reinforce, and Redesignate HMLA-775(-)
- Establish HMLA-775A at Belle Chasse
- Realign HMLA-775 (-) & HMLA-775A under MAG-49
- Realign RC VMGR-452 under MAG-41
- Realign RC HMM-764 under MAG-41
- IMA Dets ISO OSA CONUS/K-Bay

COMPENSATION SOURCE	FY09						TRANSITION STRATEGY REQUIREMENTS	FY09					
	AC		AR		SMCR			AC		AR		SMCR	
	MO	ME	MO	ME	MO	ME		MO	ME	MO	ME	MO	ME
REALIGN HMLA-773(9AC)	3	60	4	23	13	39	CAPABILITY REALIGNMENT						
REALIGN HMLA-773(18AC)	5	89	5	30	39	147	ACTIVATE/REALIGN TO AC HMLA-XXX(773)	(70)	(387)				
REALIGN HMLA-775 (-) CP/MG	4	90	5	31	39	146	REALIGN HMLA-775(-) CP to MG (8970A)	(4)	(90)	(5)	(31)	(39)	(146)
REALIGN HMLA-775(A) FR JT/BC	5	72	2	13	13	37	REALIGN RC HMLA-775(A) FR JT/BC	(4)	(72)	(3)	(13)	(13)	(37)
DEACTIVATE MAG-46	4	14		8	18	66	4MAW OSA MISSION SUPPORT			(9)		(25)	
4MAW OSA MISSION SUPPORT	9						FIX AVIATION (AC/RC)						
VFA-106/H-1 UPGRADES REALIGNMENT		11					4MAW HQ TACC WEST					(18)	
CNATRA REALIGNMENT	15						4MAW HQ TACC EAST					(18)	
HMM (T) -164 T/O ADJUSTMENT		43					4MAW HQ STAFF AC MIRROR					(14)	(23)
COA COMP/TRADE SPACE							AVIATION TRAINING SYSTEMS						
SITE SUPPORT CAMP PEN (8999C)	1	3	1	6	1		ATS STAN/EVAL	(1)					
SITE SUPPORT JOHNSTOWN (8999F)	2	2	1	2			4MAW ATS STAN/EVAL			(3)	(3)		
SITE SUPPORT MARIETTA (8899B)		1	1		2		4MAW ATS CORE			(3)	(3)		
SITE SUPPORT MIRAMAR (8999A)	2	3	2	1	2	1	MISC						
FDR (404 MECHS) BEAUFORT (8810Q)		2					JSF/HLR/OTHER OT		(37)				
AR STRUCTURE BUY-BACK (FSPG 99)			2	3			JSF J1TC (EGLIN AFB)		(25)				
AR STRUCTURE BUY-BACK (AR ME TO AC ME)		80		-80			FY REQUIREMENT TOTAL	(79)	(611)	(23)	(50)	(127)	(206)
FW MALS CORE SUPPLY RIGHT-SIZING (8810)		15					FY BALANCE / SUB-TOTAL	(29)	(111)	0	(13)	0	230
FW MALS CORE ORD (6541) RIGHT-SIZING (8810)		10					FY CUMULATIVE TOTAL	0	0	0	0	0	338
RW MALS SUPPLY REDUCTION (8910)		5											
FY COMPENSATION TOTAL	50	500	23	37	127	436							



# Aviation Combat Element 2009





# STRATEGY

## FY07

- Deactivate 1 x AC FA-18D sqdn (sqdn TBD)
- Deactivate 1 x RC FA-18A+ sqdn (sqdn TBD)

## FY08

- Deactivate 1 x AC FA-18C sqdn (sqdn TBD)
- Deactivate 1 x RC FA-18A+ sqdn (sqdn TBD)
- Deactivate MAG-42 HQ / MALS-42
- Relocate AC FA-18D sqdn to Iwakuni (sqdn TBD)
- Relocate VMX-22 to NAS Pax River
- Deactivate 1 x RC HMH (769)
- Reduce 1 RC HMH (772) to HMH(-)
- Activate 1x AC HMH-(XXX) at Cherry Pt
- Realign RC HMM-774 under MAG-49

## FY09

- Deactivate MAG-46 HQ
- Deactivate RC HMLA-773
- Activate AC HMLA-(XXX) at Cherry Pt
- Relocate RC HMLA-775A Johnstown to McGuire and redesignate HMLA-775(-) with 12 AH / 6 UH
- Relocate HMLA 775(-) CPCA to Bell Chase and redesignate HMLA-775A with 6 AH / 3 UH
- Realign RC HMLA-775 under MAG-49
- Realign RC HMM-764 under MAG-41
- Realign VMFT-401 under MAG-41
- Reinforce 4<sup>th</sup> MAW's MAG HQs (RC TACC dets)

## FY10

- Relocate 1 x FA-18D AC sqdn Beaufort to Cherry Pt\*
- Relocate HMT-302 New River to Miramar\*

## FY11

- Relocate 1 x FA-18D AC sqdn Beaufort to Cherry Pt\*
- Relocate HMLA & HMH-(XXX) Cherry Pt to New

## FY12

- Relocate 1 x FA-18C AC sqdn Beaufort to Cherry Pt\*
- Xstn(JSF)/ relocate 1 x FA-18C sqdn Miramar to Yuma\*

## FY13\*

- Deactivate MATSG-53 (EA6-B FRS)\*\*
- Deactivate 1 x VMAQ sqdn\*\*
- Reactivate RC HMM/VMM-769 under MAG-49 (Loc TBD)
- Relocate 2 x FA-18C AC sqdn Beaufort to Cherry Pt
- Xstn(JSF)/ relocate 2 x FA-18C Miramar to Yuma
- Relocate AC HMM-268 Camp Pendleton to Miramar
- Relocate AC HMM-364 Camp Pendleton to Miramar

## FY14\*

- Activate 1 AC VMU, CPEN
- Activate 1 RC VMU under MAG-41 Ft Worth
- Deactivate 1 x VMAQ sqdn\*\*
- Relocate 1 x FA-18C AC sqdn Beaufort to Cherry Pt
- Xstn(JSF)/ relocate 2 x FA-18D Miramar to Yuma

## FY15\*

- Deactivate 2 x VMAQ sqdns\*\*
- Relocate RC HMM-764 Edwards to Miramar
- Relocate RC HMM-774 Norfolk to Miramar

**(U) Maintains six functions of Marine Aviation and all T/M/S in Reserve Force and addresses long standing manpower shortfalls**

**\*\* (U) Based on DoD EW Roadmap**

09/13/16

Pre-Decisional--For Official Use Only (FOUO)

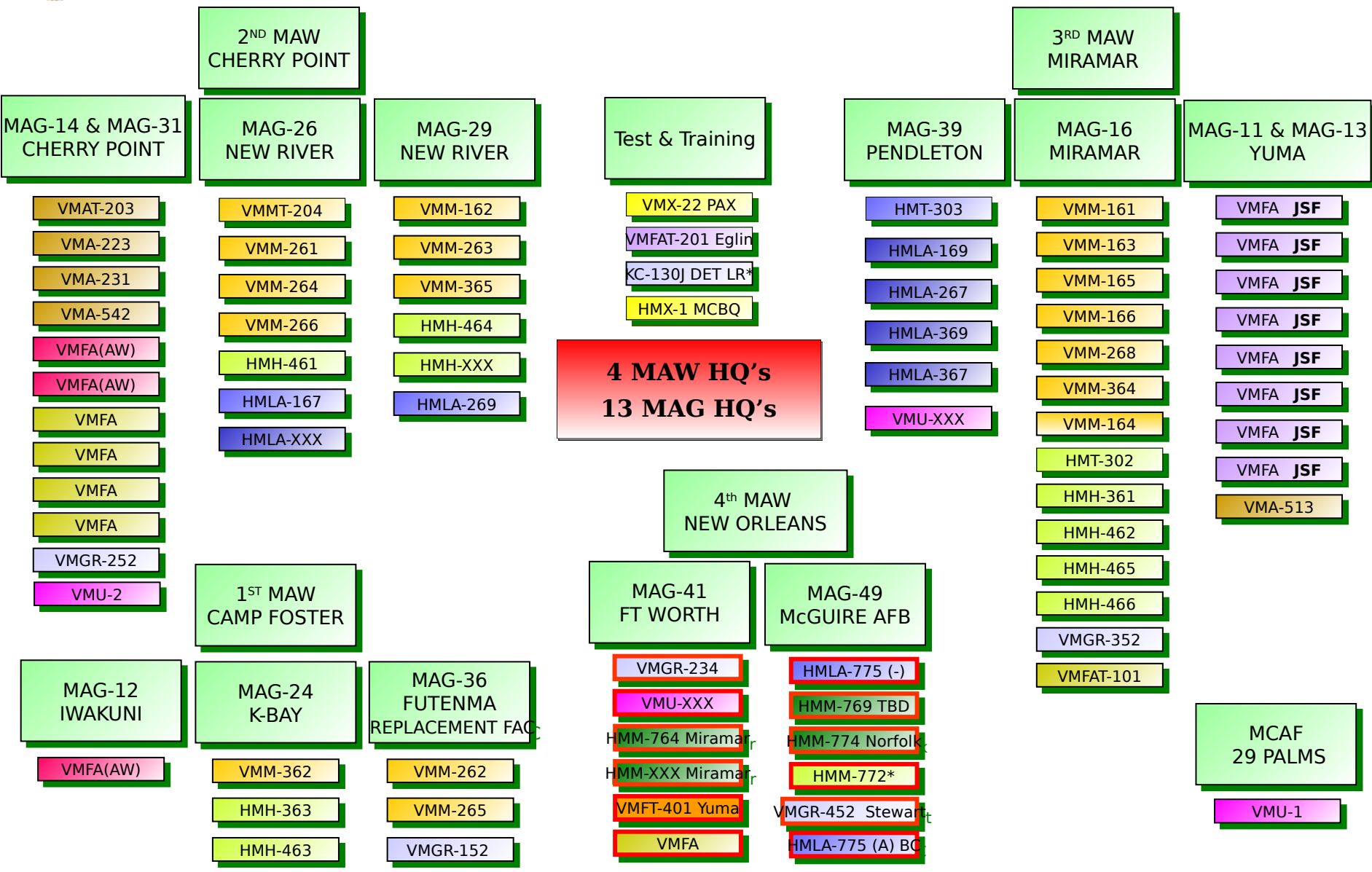
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# Aviation Combat Element 2015







# 2007-2015 Transition Strategy Summary

## ■ TACAIR Force Structure

- ➡ Deactivate 1 AC VMFA(AW), 1 AC VMFA, 2 RC VMFA, 4 VMAQ's,

## ■ Assault Support Force Structure

- ➡ Deactivate 1 RC HMH, Reduce 1 RC HMH to HMH(-)
- ➡ Deactivate 1 RC HMLA
- ➡ Activate 1 AC HMH and 1 AC HMLA
- ➡ Reactivate 2 RC HMM/VMM (2012-2013)

## ■ VMU Force Structure

- ➡ Activate 1 AC and 1 RC VMU

## ■ Headquarters Force Structure

- ➡ Deactivate 2 RC MAG HQ

## ■ Training Force Structure

- ➡ Establish 6 Active Training Groups (ATG)

**CMC Decision To Date: Approved FY07-08 Execution**



# Questions



# ROAD AHEAD

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## ■ Near term (Winter)

- Brief MARFOR Commanders
- Brief MROC
- Seek CMC approval for FY 09
- Continue integrating with COMMARFORPAC basing initiative
- Develop plan to implement Aviation Training System (TECOM / DC/AVN)
- Informal briefings to Congress

## ■ Mid term (Spring)

- After 15 April: Formal notification to Congress
- Participate in USMC 2015 capabilities assessment
- Prepare 5400 bulletin for FY-07
- Participate in DoN JSF Joint Integrated Training Center discussions

## ■ Long term (Summer - forward)

- **DoD Airborne Electronic Attack planning ICW USMC AEA requirement**
- **DoN JSF Capabilities / Mix Study**



# FY07-09 Structure ISO AC ATS Endstate

## 1MAW

Director LtCol 9965 (W) 04/9969  
GS/CIV Deputy (W) E4/7041

ATS IWAKUNI	ATS FUTENMA	ATS K-BAY
OIC 04/7523	OIC 04/7557	OIC 04/7564
COR COR(s)	COR COR(s)	COR COR(s)
Capt OPSO	Capt OPSO	CH-53 OPSO
(M) NCO E4/7041	(M) NCO E4/7041	(M) NCO E4/7041
STAN/EVAL (M) 04/9965 (M) E6/6242	STAN/EVAL (M) 04/9967 (M) E7/6173	STAN/EVAL CH53 EAC E7/6173 (M) WTI E7/6177
F18D (P) STAN	(M) E7/6172	CH53 (P) STAN
F18D (W) STAN	(M) E7/6174	LDO Maint
EA-6B (P) STAN	CH46 (P) STAN	
EA-6B (E) STAN	CH46 EAC	
AV-8B(P) STAN	CH53 (P) STAN	
MACCS STAN	CH53 EAC	
LDO Maint	KC130 (P) STAN	
	KC130 EAC	
	H-1 (P) STAN	
	MACCS STAN	
	LDO Maint	

## 2MAW

Director LtCol 9965 (W) 04/9969  
GS/CIV Deputy (W) E4/7041

ATS CHERRY PT	ATS BEAUFORT	ATS NEW RIVER
OIC 04/7509	FA-18 Maj OIC	OIC 04/7532
COR COR(s)	COR COR(s)	COR COR(s)
Capt OPSO	Capt OPSO	OPSO 03/7566
(M) NCO E4/7041	(M) NCO E4/7041	Capt IGS Coord.
STAN/EVAL (M) 04/9965 (M) E6/6242	STAN/EVAL (M) 04/9965 (M) E6/6242	STAN/EVAL (M) NCO E4/7041
KC-130 04/7557	F18D (P) STAN	CH53 EACE7/6173
(M) 04/9965	F18D (W) STAN	H-1 (P) 03/7565
(M) E6/6242	MACCS STAN	(M) 04/9967 X2
EA-6B (P) STAN	LDO Maint	(M) E7/6173 X2
EA-6B (E) STAN		(M) E7/6172 X2
F18C (P) STAN		(M) E7/6174 X2
F18C (P) STAN		MV22 (P) STAN
F18/C (P) STAN		MV22 EAC STAN
KC-130(P) STAN		CH53 (P) STAN
KC-130 EAC		H-1 (P) STAN
AV-8B(P) STAN		H-1 EAC STAN
AV-8B(P) STAN		MACCS STAN
MACCS STAN		LDO Maint
LDO Maint		

## 3MAW

Director LtCol 9965 (W) 04/9969  
GS/CIV Deputy (W) E4/7041

ATS CAMP PEN	ATS MIRAMAR	ATS YUMA
OIC 04/7565	OIC 04/7523	OIC 04/7509
COR COR(s)	COR COR(s)	COR COR(s)
OPSO 03/7562	OPSO 03/7557	Capt OPSO
(M) NCO E4/7041	(M) NCO E4/7041	(M) NCO E4/7041
STAN/EVAL CH46 EAC E7 6172	STAN/EVAL C130 EAC E7/6173	STAN/EVAL (M) 04/9965
(M) 04/9967	CH46 (P) 03/7562	(M) E6/6242
(M) E7/6173	(M) 04/9965	AV8B (P) STAN
(M) E7/6172	(M) E6/6242	AV8B (P) STAN
(M) E7/6174	(M) 04/9967	MACCS STAN
H-1 (P) STAN	(M) E7/6173	LDO Maint
H-1 EAC STAN	(M) E7/6172	
CH46 (P) STAN	(M) E7/6174	
MACCS STAN	F18D (P) STAN	
LDO Maint	F18D (W) STAN	
H-1 (P) STAN	KC130 (P) STAN	
H-1 EAC STAN	KC130 EAC	
CH46 (P) STAN	CH53 (P) STAN	F18 (P) STAN
	CH53 EAC STAN	F18 (P) STAN
	CH46 (P) STAN	MACCS STAN
	CH46 EAC STAN	LDO Maint

= Compensated as of 6 Dec 05  
 = MAW/MAG structure ISO ATS as of 6 Dec 05  
 = Avn Trans Strat Compensation  
 = Civilian/GS  
 = FY07-09 ATS Structure Comp thru ANV TRANS

• Rqmt based on COA-1

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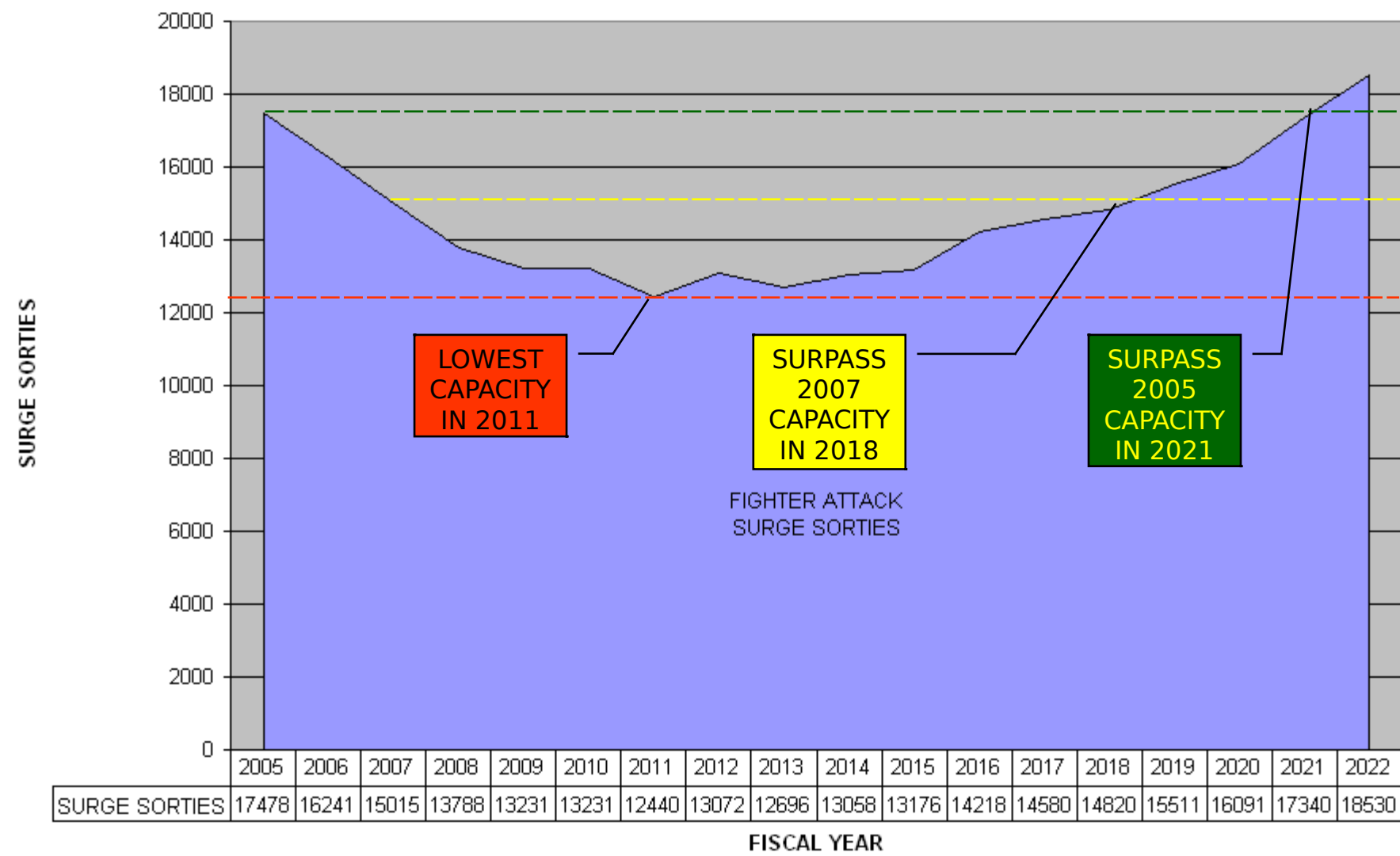
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# Other Back Up Slides



# FIGHTER ATTACK SURGE CAPACITY

FIGHTER ATTACK SURGE SORTIES

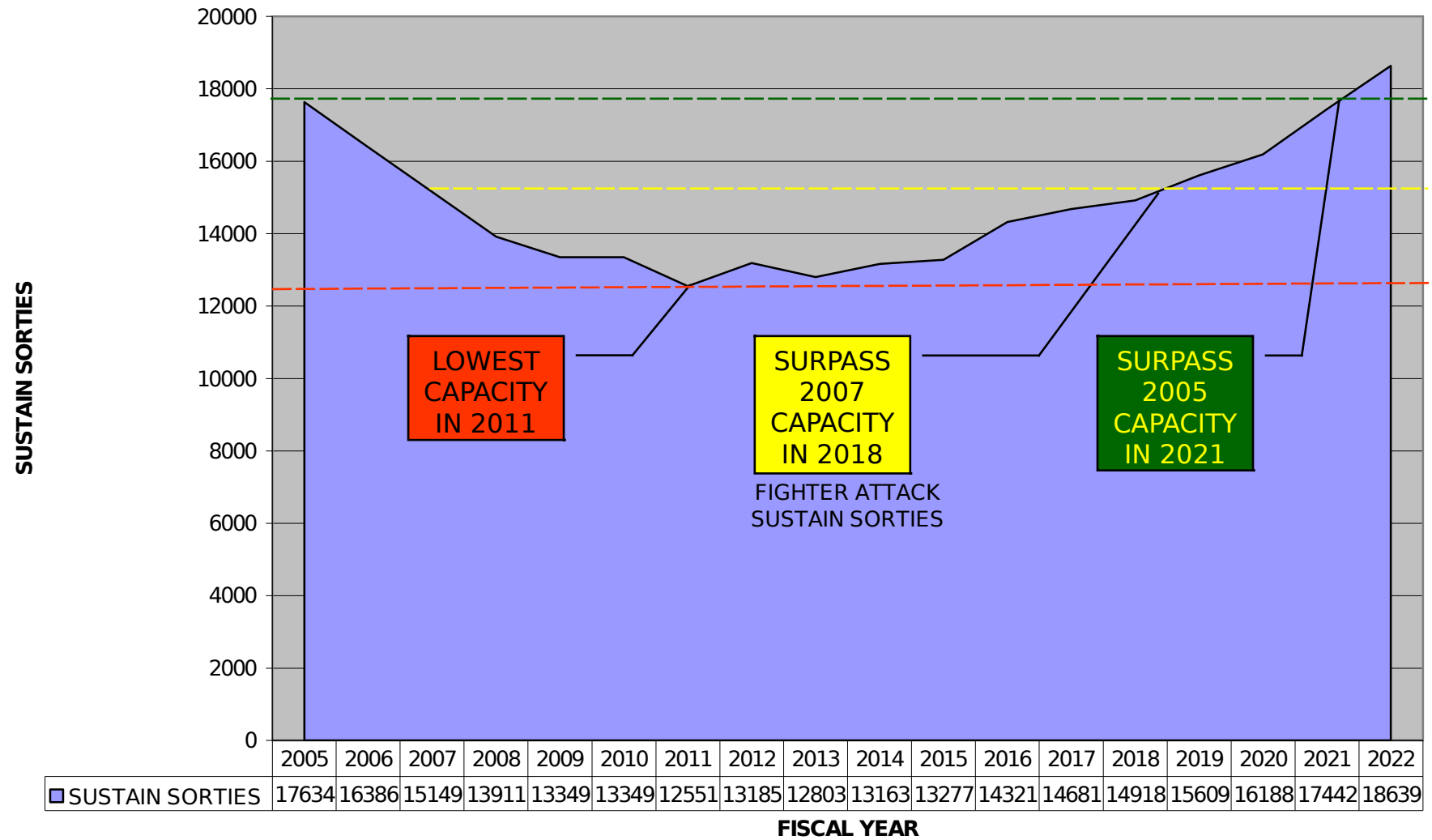


TRANSITION SQUADRONS ACCOUNTED FOR



# FIGHTER ATTACK SUSTAIN CAPACITY

FIGHTER ATTACK  
SUSTAIN SORTIES



TRANSITION SQUADRONS ACCOUNTED FOR



# Readiness - PMAA Operational Tasking MAR 06

Projected Deployed Active Component Only 1 March 2006 GNFPP/GWOT/FDNF/UDP						
	GNFPP SQDNS /A/C	GWOT SQDNS / A/C	FDNF/31st MEU SQDNS / A/C	UDP SQDNS /A/C	Total SQDNS/A/ C	% Total AC PMAA
HMM 144	2/24	1/12	2/24	0/0	5/60	42%
HMH (E) 96	.25/4	1/16	.25/4	0/0	1.5/24	25%
HMH (D) 30	0/0	1/10	0/0	0/0	1/10	33%
HMLA 162	.25/6	1.75/48	.33/9	0/0	2.33/63	39%
VMA 98	.5/6	1/10	.5/6	0/0	2/22	22%
VMFA 895	1/10	0/0	1/12	1/12	3/34	38%

Note: Mar 06  
895.

Contingency Aircraft Requirement <u>AC and RC</u>		
SQDNS	A/C	% Total PMAA (Mar 06)
12	144	86%
4.25	68	61%
3	30	100%
4.75	126	58%
5.75	92	94%
7	84	71%

**RC Assault Support demobilization will increase stress on AC Assault Support Community**





# 2010 Operational Tasking - Strategy Implemented

**Projected Deployed  
Active Component Only  
2006 tasking with March 2010 force  
GNFPP/GWOT/FDNF/UDP**

	GNFPP SQDNS /A/C	GWOT SQDNS / A/C	FDNF/31st MEU SQDNS / A/C	UDP SQDNS /A/C	Total SQDNS/A/ C	% Total AC PMAA
HMM/VMM 144	2/24	1/12	2/24	0/0	5/60	42%
HMH (E) 112	.25/4	1/16	.25/4	0/0	1.5/24	21%
HMH (D) 30	0/0	1/10	0/0	0/0	1/10	33%
HMLA 189	.25/6	1.75/48	.33/9	0/0	2.33/63	33%
VMA 98	.5/6	1/10	.5/6	0/0	2/22	22%
VMFA 109	1/10	0/0	1/12	1/12	3/34	43%

**Contingency Aircraft  
Requirement**

**AC and RC**

SQDNS	A/C	% Total PMAA (Mar 06)
12	144	86%
4.25	68	59%
3	30	100%
4.75	126	58%
5.75	92	94%
7	84	92%

Note: Mar 10  
complete IAW  
91 (7)

**35% of AC force deployed at current day  
OPTEMPO and 74% of the total force is  
required for the most stressing MCO.**